April 15, 1993

Fr: Keith
To: Staff
cc: Point Board, John Skov

Re: Pay rates

The reduction in pay which we began in mid-February was made to help solve a short-term cash flow problem. We are out of that immediate problem, but we by no means have a clear financial path ahead of us. I do not want to have those of us who work here be unfairly disadvantaged by financial problems which were not of our making, so beginning with today's paycheck we will be returning to our previous "regular" rates of pay.

There are two exceptions to this. Jon McIntire is leaving the normal payroll and Chris Desser will meet with him next week to finalize his compensation as Executive Director and to establish a new financial arrangement for his new project development role. And for the time being my pay will go up to the equivalent of $13.28/hour (the highest base rate which anyone else on staff is currently being paid).

While it is my sincere hope that we will be able to eventually compensate people for the pay which has been foregone due to the reductions, we are not yet in a position to promise that such payments will be made. I will be meeting with John Skov this week and with Chris Desser next week to develop a short- and long-term budget for Point Foundation.

What happens with the Catalog contract and financial planning for the Catalog will greatly affect our ability not only to reimburse people for the income foregone, but also to continue paying people at our "regular" rates. I don't want to have people's rates of pay bouncing all over the place, but no long-term decision has yet been made about rates of pay at Whole Earth. I would like for all of us to make more money, but only the budgeting process will tell us how many people we can afford and how much we can afford to pay each of them.

We have effectively moved away from anything resembling a "flat" pay structure, and I encourage people to think about how they think pay rate (and pay raise) decisions ought to be made. It is very important that whatever process we choose is considered by the staff members to be fair and equitable.